

# Winchester District Local Plan Part 1 – Joint Core Strategy

## Equalities Impact Assessment Update

March 2012



**Winchester**  
City Council

**Contents :**

- 1 Introduction
- 2 2009 Equalities Impact Assessment of Core Strategy (Preferred Option)  
Summary and Recommendations
- 3 Winchester City Council Equality Policy
- 4 2011 Screening Assessment of the Winchester District Local Plan Part 1 –  
Joint Core Strategy Pre-Submission version
- 5 Conclusion

## **1 Introduction**

- 1.1 During 2009 an Equalities Impact Assessment (EqIA) was undertaken of the Preferred Option version of the Winchester District Core Strategy Development Plan Document (DPD), the lead DPD prepared under the Winchester District Development Framework (LDF). LDF regulations require development plan documents to be published before being formally submitted to Government for examination, this stage is referred to as pre-submission.
- 1.2 The purpose of the 2009 EqIA was to examine the content of the Core Strategy (both policies and proposals) in terms of its likely impact on different community groups and how the needs of such groups have been taken into account in the evolution of the policies and development strategy for the District.
- 1.3 The 2009 assessment made a number of recommendations to be incorporated in the next version of the Core Strategy. The pre-submission version was prepared following further community and stakeholder engagement during 2010 and 2011, in conjunction with a number of updates to the technical evidence.
- 1.4 The pre-submission Joint Core Strategy was agreed by the Council on 9 December 2011 to be published for 6 weeks during January – March 2012, prior to submission to the Government for examination.
- 1.5 This EqIA update covers the main changes to the Council's Equality Policy undertaken in 2011 and explains how the recommendations made in 2009 have been taken into account in the pre-submission version of the Core Strategy, published in January 2012.

## **2 2009 EqIA Summary and Recommendations**

- 2.1 The EqIA screening of the Preferred Option version of the Core Strategy in 2009, suggested that the document positively addressed a range of equalities groups that exist across the Winchester District.
- 2.2 A key factor of that assessment was the need to understand the impact of the proposed policies on the rural parts of the District, given that the District is predominantly rural. The guidance set out in the Commission for Rural Communities, Rural Proofing toolkit published in April 2009, was used to inform the assessment. This toolkit remains relevant today although the Commission for Rural Communities no longer exists, Defra the parent organisation has established a Rural Communities Policy Unit to retain such specific advice and is in the process of updating the proofing toolkit. In summary, rural proofing requires policy makers to consider 3 key questions :-
- consider whether the policies they are developing will have any impacts on rural areas;
  - assess the significance of those impacts; and
  - where appropriate, adjust the policy to ensure that the needs of those who live in rural areas are addressed fairly.
- 2.3 Given the rural nature of the District, there are numerous and varied references to rural considerations throughout both the 2009 draft Core Strategy and the pre-submission version. Indeed the Council has regularly updated its rural settlement studies with an audit of local facilities and an assessment of how well connected rural settlements are to key facilities, which can be accessed on the [LDF evidence base](#).
- 2.4 The 2009 plan included a number of chapters with reference to the rural area or rural issues, together with policies focusing on specific matters – these all scored positively in the 2009 EqIA assessment.
- 2.5 However, in relation to some issues the 2009 EqIA found that certain policies could be more explicit in terms of referring to social inclusion.
- 2.6 Given both the number and range of sections in the document together with the fact that it is expressed at a strategic level giving an overall planning policy framework across the Winchester District, the potential impact of many policies was recorded ‘Neutral / don’t know/not sure/negligible impact’. Subsequent development plan documents prepared under the LDF, will provide more detail in terms of specific sites identified for development , these documents will also need to undergo an EqIA.

The 2009 EqIA included the following recommendations :-

Recommendations:-

- Ensure all policies are expressed to refer to social inclusion
- Ensure that the Core Strategy monitoring framework utilises any aspects of the rural proofing toolkit to enable policies to remain/be more effective in the rural parts of the District
- Address the spatial planning needs of an aging population more explicitly and include relevant policy guidance within the Core Strategy or subsequent development plan documents.
- Establish the need for the proposed strategic allocations to undergo an EqIA, given that these sites will deliver the bulk of the new homes and supporting development for the District over the next 20 years to ensure that these address equality issues.

### **3 Winchester City Council Equality Policy 2011**

- 3.1 In April 2011, the Council updated its Equality Policy, which sets out the Council's overall approach to equality as both an employer and a provider of services. It also covers the Council's approach to:
- partnership working on equality issues,
  - the "duty to involve" and the requirement to consult and engage with the local community,
  - the new public sector equality duties which came into force in April 2011.
- 3.2 The policies included in the document relate to all of the "protected characteristics" of equality as defined by the Equality Act 2010. These are:
- age
  - disability
  - gender reassignment (transgender)
  - marriage and civil partnership
  - pregnancy and maternity
  - race
  - religion or belief
  - sex (gender)
  - sexual orientation
- 3.3 The practical effect of the Act – together with other relevant legislation including the Human Rights Act 1998 and the Local Government Act 2000 - is that the Council is legally required to consider how its policies, plans, services, procedures, practices, projects, and decisions will affect people with the protected characteristics.

#### **4 2011 EqlA and Screening Assessment of the Core Strategy**

4.1 In terms of the Recommendations made in 2009 these have been addressed as follows in the pre-submission version of the Core Strategy :-

2009 EqlA Recommendation	Evidence
Ensure all policies are expressed to refer to social inclusion	All policies relating to the provision of new development across the District refer to the need to ensure social inclusion
Ensure that the Core Strategy monitoring framework utilises any aspects of the rural proofing toolkit to enable policies to remain/be more effective in the rural parts of the District	The monitoring framework set out at appendix D of the Joint Core Strategy provides both targets and indicators for each policy including those applicable to the rural area, which will be subsequently monitored through the Councils Annual Monitoring Report.
Address the spatial planning needs of an aging population more explicitly and include relevant policy guidance within the Core Strategy or subsequent development plan documents.	Policy CP2 specifically refers to the need to provide a range of dwelling types including specialist forms of accommodation for older and disabled people. References in other policies to social inclusion will also ensure this element is picked up when the policies are implemented.
Establish the need for the proposed strategic allocations to undergo an EqlA, given that these sites will deliver the bulk of the new homes and supporting development for the District over the next 20 years to ensure that these address equality issues.	Any planning applications received on the strategic allocations will be required to comply with the Council's procedures for large scale development proposals.

4.2 The revised equality processes introduced by the Council in 2011, require a scoping and analysis template to be completed to assess any potential impacts on equality matters. This is set out below and reveals that the majority of protected characteristics categories score positively or n/a, when applied to the core strategy as a whole. This is due to the strategic nature of the document and that its policies and proposals are expressed over the long term to 2031.

4.3 To provide a more detailed overview and analysis of the Core Strategy policies the schedules set out at Appendix A incorporate the key equality groupings as per the 2011 scoping template and apply these to each

section of the core strategy. The purpose of this is to highlight whether any of the policies could be more positively expressed in terms of equality issues.

The following scoring assessment has been used and where necessary a commentary is included:-

+ve = positive impact

-ve = Negative impact

n/a= not applicable

- 4.3 It should be noted however, that the Winchester District Local Plan Part 1 – Joint Core Strategy has been prepared over an extensive period with ongoing community and stakeholder engagement throughout the process. The Consultation Statement prepared to accompany the pre-submission version sets out all the consultation to date include who was invited to comment, how and levels of responses – this document can be viewed at <http://www.winchester.gov.uk/planning-policy/local-plan-part-1/pre-submission/consultation-statement/> .



### Scoping & Analysis

<b>Name of the Service, Policy, or Strategy:</b>	<b>Winchester District Local Plan Part 1 – Joint Core Strategy Pre-submission 2012</b>
<b>Element(s) of the above being assessed.</b>	Whole document
<b>Date Screening undertaken:</b>	January 2012
<b>Screeners:</b>	J Nell
<b>File name and location:</b>	PO 4/20/ Core Strategy/ EqlA
<b>Question</b>	
<b>1. What is the main purpose of the Service, Strategy, Policy, Practice or Procedure?</b>	Development Plan Document for the Winchester District for the period 2011 – 2031, setting out strategic policies for the development and use of land in accordance with Town and Country Planning (Local Development) (England) Regulations 2004 as amended.
<b>2. List the main activities of the Service, Strategy, Policy, Practice or Procedure.</b>	To express the development strategy for the Winchester District; to include key housing and employment allocations and strategic policies to guide the location, amount and type of development.

PROTECTED CHARACTERISTIC	SUB-GROUP	DISCRIMINATION & DISADVANTAGE			PROMOTING EQUALITY & PARTICIPATION			PROMOTING GOOD RELATIONS			REASONING & EVIDENCE
		+VE	-VE	N/A	YES	No	N/A	YES	NO	N/A	
<b>SEX (GENDER)</b>	Women	Y			Y			Y			The policies included in the Core Strategy do not make any distinctions between genders, it is the wider community that is included in all referencing unless specified otherwise.
	Men	Y			Y			Y			
<b>AGE</b> YOU MAY ALTER AGE RANGES IF APPROPRIATE	Over 80	Y			Y			Y			See above  The ageing population is of specific concern for spatial planning and some policies specifically refer to the need to address specific
	Over 65	Y			Y			Y			
	22-64	Y			Y			Y			
	16 to 21	Y			Y			Y			
	Under 16	Y			Y			Y			

PROTECTED CHARACTERISTIC	SUB-GROUP	DISCRIMINATION & DISADVANTAGE			PROMOTING EQUALITY & PARTICIPATION			PROMOTING GOOD RELATIONS			REASONING & EVIDENCE
		+VE	-VE	N/A	YES	No	N/A	YES	NO	N/A	
											age related requirements e.g policy CP2 Housing Provision and Mix.  Both young and old have been specifically included throughout the consultation process – see consultation statement.
<b>RACE</b> YOU MAY NEED MORE DETAIL HERE E.G. A SPECIFIC ETHNIC GROUP	White British People			Y			Y			Y	Gypsies and Travellers are explicitly covered by policies
	White European or Other White People			Y			Y			Y	
	Irish People			Y			Y			Y	
	Black or Black			Y			Y			Y	

PROTECTED CHARACTERISTIC	SUB-GROUP	DISCRIMINATION & DISADVANTAGE			PROMOTING EQUALITY & PARTICIPATION			PROMOTING GOOD RELATIONS			REASONING & EVIDENCE
		+VE	-VE	N/A	YES	No	N/A	YES	NO	N/A	
	British People										in the Core Strategy in recognition of their specific housing requirements (Policy CP5)
	Asian or Asian British People			Y			Y			Y	
	Chinese or Chinese British People			Y			Y			Y	
	Mixed Race People			Y			Y			Y	
	Gypsies/Travellers	Y			Y			Y			
	People from other minority ethnic groups			Y			Y			Y	
<b>DISABILITY &amp; HEALTH</b>  YOU MAY NEED MORE DETAIL HERE E.G. TYPE OF SENSORY IMPAIRMENT	Physical Impairment	Y			Y			Y			The Core Strategy takes an inclusive approach by ensuring that the right types of development occur in the right locations
	Sensory Impairment	Y			Y			Y			
	Long-Term Health Problem	Y			Y			Y			
	Mental Illness	Y			Y			Y			

PROTECTED CHARACTERISTIC	SUB-GROUP	DISCRIMINATION & DISADVANTAGE			PROMOTING EQUALITY & PARTICIPATION			PROMOTING GOOD RELATIONS			REASONING & EVIDENCE
		+VE	-VE	N/A	YES	No	N/A	YES	NO	N/A	
	Learning Disability	Y			Y			Y			regardless of disability and health issues. It also promotes the timely delivery of infrastructure to ensure that new development is supported by the requisite physical and social infrastructure as identified by partners and agencies.
<b>SEXUAL ORIENTATION</b>	Lesbians			Y			Y			Y	
	Gay Men			Y			Y			Y	
	Bisexuals			Y			Y			Y	
<b>RELIGION &amp; BELIEF</b> YOU MAY NEED MORE DETAIL HERE E.G. A	Faith Groups			Y			Y			Y	
	Atheist, Agnostic or Other belief			Y			Y			Y	

PROTECTED CHARACTERISTIC	SUB-GROUP	DISCRIMINATION & DISADVANTAGE			PROMOTING EQUALITY & PARTICIPATION			PROMOTING GOOD RELATIONS			REASONING & EVIDENCE
		+VE	-VE	N/A	YES	No	N/A	YES	NO	N/A	
SPECIFIC FAITH/BELIEF											One of the key objectives of the Core Strategy is to ensure that there is sufficient land and buildings in the District to provide for the varied employment requirements of its residents and businesses. This is reflected in the spatial planning vision and objectives and a number of policies DS1, WT1, SH1,
TRANSGENDER				Y			Y			Y	
MARRIAGE & CIVIL PARTNERSHIP	Married			Y			Y			Y	
	Civil Partners			Y			Y			Y	
PREGNANCY & MATERNITY	Pregnant			Y			Y			Y	
	On Maternity Leave			Y			Y			Y	
OTHER YOU MAY ADD ADDITIONAL GROUPS HERE.	Poor Literacy &/or Numeracy	Y			Y			Y			
	Unemployed	Y			Y			Y			

PROTECTED CHARACTERISTIC	SUB-GROUP	DISCRIMINATION & DISADVANTAGE			PROMOTING EQUALITY & PARTICIPATION			PROMOTING GOOD RELATIONS			REASONING & EVIDENCE
		+VE	-VE	N/A	YES	No	N/A	YES	NO	N/A	
											MTRA1 and CP8 and Cp9 in particular.
	Living in rural area	Y			Y			Y			The core strategy sets out the spatial planning requirements across the District looking ahead to 2031, given the rural nature of the District the planning policies are explicitly expressed to address rural planning matters. The rural area is specifically covered by policies

PROTECTED CHARACTERISTIC	SUB-GROUP	DISCRIMINATION & DISADVANTAGE			PROMOTING EQUALITY & PARTICIPATION			PROMOTING GOOD RELATIONS			REASONING & EVIDENCE
		+VE	-VE	N/A	YES	No	N/A	YES	NO	N/A	
											MTRA1,2,3,4 and 5.
	Low Income	Y			Y			Y			See above
	On Benefits	Y			Y			Y			
	Caring Responsibilities	Y			Y			Y			

<p><b>4. Have you identified any impact(s) on any group(s)?</b></p>	<p>Yes</p> <p>In general the policies in the Joint Core Strategy have a positive impact on all groups where applicable, and the term 'social inclusion' is included in a number of policies to ensure an inclusive application of the policy.</p> <p>In specific circumstances some groups are identified for special consideration.</p>
<p><b>5. Is the Service, Strategy, Policy, Project, Practice or Procedure promoting equality of opportunity and/or participation in public life for any group(s)?</b></p>	<p>Yes</p> <p>The Joint Core Strategy has been through an extensive consultation process and the policies it now includes have been debated and challenged on a number of occasions and are considered the most appropriate when considered against all other reasonable alternatives.</p>



<b>6. Can it be improved to do so?</b>	No see above
<b>7. Is the Service, Strategy, Policy, Project, Practice or Procedure promoting good relations for any group(s)?</b>	The Core Strategy provides long term planning policy advice and guidance and applies across the whole District and to all its communities.
<b>8. Have you gathered any new equality information during this assessment?</b>	Any equality information gathered is set out in the 2009 EqIA and the Consultation Statement referred to above.
<b>9. Have you undertaken any consultation/engagement work during this assessment?</b>	No specific consultation has been undertaken in relation to the EqIA  See above and refer to Consultation Statement

## **5 Conclusion**

- 5.1 This assessment has not revealed any deficiencies in the expression of the policies and proposals in the Winchester District Local Plan Part 1 – Joint Core Strategy. This version of the Core Strategy has incorporated the recommendations of the 2009 assessment and provides a range of policies to deliver the right amount of development in the right locations across the Winchester District.
  
- 5.2 Many policies refer to social inclusion and a number specifically apply to rural areas. Given the strategic nature of the document, its district wide coverage and long term application, equality issues are intrinsically incorporated.

**Appendix A : Detailed Assessment of Key sections of the Joint Core Strategy**

Key : +ve = positive impact, -ve = Negative impact , n/a= not applicable

Winchester District Local Plan Part 1 – Joint Core Strategy	Profile of Winchester District (incl spatial planning vision and objectives)	Development strategy (incl strategic housing allocations)	Core Policies		
			Active communities	Prosperous economy	High Quality Environment
<b>Protected characteristics</b>					
Sex	+ve	+ve	+ve	+ve	+ve
Age	+ve	+ve	+ve	+ve	+ve
Race	+ve	+ve	+ve	+ve	+ve
Disability and health	+ve	+ve	+ve	+ve	+ve
Sexual orientation	n/a	n/a	n/a	n/a	n/a
Religion and belief	n/a	n/a	n/a	n/a	n/a
Transgender	n/a	n/a	n/a	n/a	n/a
Marriage and civil partnership	n/a	n/a	n/a	n/a	n/a
pregnancy and maternity	n/a	n/a	n/a	n/a	n/a
Poor literacy/numeracy	+ve	+ve	+ve	+ve	+ve
unemployed	+ve	+ve	+ve	+ve	+ve

Winchester District Local Plan Part 1 – Joint Core Strategy	Profile of Winchester District (incl spatial planning vision and objectives)	Development strategy (incl strategic housing allocations)	Core Policies		
			Active communities	Prosperous economy	High Quality Environment
<b>Protected characteristics</b>					
Living in a rural area	+ve	+ve	+ve	+ve	+ve
Low income	+ve	+ve	+ve	+ve	+ve
On benefits	+ve	+ve	+ve	+ve	+ve
Caring responsibilities	+ve	+ve	+ve	+ve	+ve
Commentary	Spatial planning vision specifically refers to a 'diverse population'. Spatial planning objectives refer to:- the need to ensure inclusion for all ; aging population; all members of the community	Policy DS1 refers to ' contributing to individual and community well being, health and safety and social inclusivity. Policies WT1 and SH1 refer to social inclusion and economic opportunities. MTRA policies which	Policy CP2 refers to the need to provide a range of dwelling types including specialist forms of accommodation for older and disabled people. CP4 refers specifically to rural exception sites and CP5 covers	Policy CP8 encourages and supports economic growth and diversification it specifically refers to measures to promote self employment and working from home. The policy applies across the District and refers	A range of policies are included in this section covering matters such as sustainable buildings, design, green infrastructure, biodiversity and the water environment. A ll policies are expressed to

Winchester District Local Plan Part 1 – Joint Core Strategy	Profile of Winchester District (incl spatial planning vision and objectives)	Development strategy (incl strategic housing allocations)	Core Policies		
			Active communities	Prosperous economy	High Quality Environment
<b>Protected characteristics</b>					
		specifically cover the rural parts of the District refer to older persons, people with disabilities and the need to ensure social inclusion.	gypsies and travellers accommodation.	to the five key economic sectors that exist including land based industries which by implication focus on the rural area.	achieve good quality development in the right locations to the benefit of the wider community. Policy CP21 specifically requires the provision of necessary infrastructure and services to accompany new development.